

# All BNCOC Graduates to Get 40 Promotion Points

*By Staff Sergeant Marcia Triggs*

As of 1 August 2002, all soldiers who successfully complete the Basic Noncommissioned Officer Course (BNCOC) will be awarded 40 promotion points. They will no longer receive 4 promotion points per BNCOC week. This change will lessen administrative mistakes and level the playing field for BNCOC graduates with similar military occupational specialties (MOSs), personnel officials said. "Clerks will no longer have to do the math," said Sergeant Major Louisa Scott, chief of enlisted promotions, U.S. Total Army Personnel Command.

"Under the current system, when soldiers complete both phases of BNCOC—common core and MOS specific—they submit two Department of the Army Forms 1059 to their Personnel Support Branch (PSB) for points," Scott said. "The PSB clerk then decides how many points a soldier gets," he added. For example, if Phase 1 is five weeks and three days and Phase 2 is two weeks and two days, one clerk may give 32 points for eight weeks, but another clerk may give 28 points for seven weeks. Scott said, "By implementing a 40-point standard there is no room for interpretation."

"Some soldiers may have the perception that they will lose points because their particular BNCOC is longer than 10 weeks," said Sergeant Major Gerald Purcell, personnel policy integrator with the Army's Deputy Chief of Staff of Personnel (G1). "That's not true. The point system will be applicable to every soldier in the MOS, and the cut-off score will reflect that," he said. "Soldiers will still be competing against others in their MOS, and everyone in that MOS will have 40 points," Scott added.

"The soldiers most greatly affected are the ones who are in MOSs that have merged, such as some in the medical field and those that are planning to merge under the implementation of Army Development Systems (ADS) XXI initiatives, which was designed to consolidate MOSs with similar functions," Purcell said. Last year several medical skills were combined under the umbrella 91W. After the merge, some soldiers had promotion points based on a 12-week BNCOC while others had points based on an 8-week course. Other potential merges include personnel administrative specialists (75B) and personnel services specialists (75H) who would be renamed as 42A.

There has been a proposal to merge light wheeled-vehicle mechanics (63B), heavy wheeled-vehicle mechanics (63S) and wheeled-vehicle repairers (63W). While the wheeled-vehicle repairers would lose 32 points if the merger goes through, each of the soldiers, who would be competing between one another for promotion, would receive the same number of promotion points for BNCOC completion. "This eliminates inequities based solely on their BNCOC course length," Purcell said. "We're treating BNCOC as an equal element. So as we merge similar MOSs, no one is at a disadvantage," he said.

In July, all personnel support battalions began converting the BNCOC points and adjusting promotion points. "Soldiers will not have to do anything," Purcell said.